

MEMORANDUM OF AGREEMENT

between

BC GENERAL EMPLOYEES' UNION (BCGEU)

and

**VANCOUVER COASTAL HEALTH AUTHORITY (VCHA)
Vancouver South Home Support – Team P**

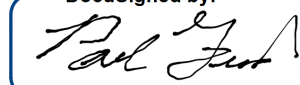
Re: Extended Hours Rotation - Community Health Workers

It is understood and agreed that:

1. The purpose of this Memorandum of Agreement is to vary or clarify the terms of the Health Services and Support Community Subsector Agreement (CBA) between the parties so that an expanded workday can be introduced for Team P – Vancouver South Home Support.
2. With the exception of the specific revisions set forth in this Memorandum of Agreement, all other terms and conditions of the CBA will apply.
3. For the purposes of this Memorandum of Agreement, days of special leave (article 20.3) and other leaves of absence will be converted into hours, so that one (1) day shall equal eight (8) hours. For example, three (3) days special leave is converted to $3 \times 8 = 24$ hours.
4. For the purposes of this Memorandum of Agreement, days of leave for vacation (article 18) will be converted into hours, so that one (1) day shall equal nine and one half (9.5) hours. For example, four (4) days of vacation at 9.5 hours = 38 hours.
5. If an employee is required to work on a Paid Holiday, the employee shall be paid at of time and one-half (1.5X) rates for all regular hours worked between 0001 and 2400 on the holiday.
6. A minimum unpaid meal period of one-half (1/2) hour shall be provided during each shift of ten (10) hours or less. Two unpaid meal periods of one-half (1/2) hour shall be provided during each shift of more than (10) hours.
7. Overtime shall be calculated on the employees' regular hourly rate of pay and paid at the rate of time and one-half (1.5X) on the following bases:
 - (1) for the first 2 hours worked in excess of ten (10 hours shift/9.5 paid) hours per day.Overtime shall be calculated on the employees regular hourly rate of pay and paid at the rate of double time (2X) on the following bases:
 - (1) for all hours worked in excess of twelve (12 hours shift/11.5 paid) hours per day.
 - (2) for all hours worked in excess of the regular scheduled work week for a regular employee.
8. As per article 15.12 (Minimum Number of Days Scheduled Off From Work) employees under this agreement shall be scheduled off from work, exclusive of annual vacations, a minimum of 117 days per year.

9. Any change deemed necessary in this Memorandum of Agreement may be made by mutual agreement between the parties at any time during the life of this Memorandum.
10. New employees, including casuals, to the department covered by this Memorandum of Agreement after its effective date implicitly agree to work the established schedule. All future postings for these affected positions will include these working conditions and/or hours as set out in this Memorandum of Agreement.
11. Existing employees who elect to work an extended hours rotation schedule may, within ninety (90) days of starting the extended hour rotation, request to return to their former schedule without loss of seniority.
12. Regular full-time equivalent hours for the year (1976 hours) will be measured in the fifty-two (52) week period commencing with the first scheduled shift in January.
13. The extended hours memorandum can be cancelled by either party with ninety (90) days written notice.
14. This memorandum of agreement is without prejudice and without precedent.

Signed on Behalf of the Union:

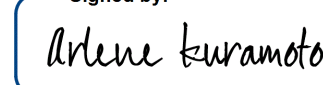
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Paul Finch
President

October 4, 2024

Date:

Signed on Behalf of the Employer:

Signed by:

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Arlene Kuramoto
Labour Relations & Human Resources Manager

October 4, 2024

Date: